

IN THE BOARD OF SUPERVISORS
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

____ day _____, 2014

PRESENT:

ABSENT:

RESOLUTION NO. _____

RESOLUTION INCREASING WAGES FOR EMPLOYEES IN BU 07-OPERATIONS &
STAFF MANAGEMENT, BU 08-GENERAL MANAGEMENT, BU 09-APPOINTED
DEPARTMENT HEADS, BU 10-ELECTED OFFICIALS, BU 11-CONFIDENTIAL
EMPLOYEES, AND BU 16-GENERAL MANAGEMENT LAW ENFORCEMENT

The following resolution is hereby offered and read:

WHEREAS, pursuant to Resolution 80-99, the Board of Supervisors designated certain job classes as General Management, Operations and Staff Management, and "Confidential; and

WHEREAS, the Management Representative in consultation with the Board of Supervisors has traditionally recommended salaries and benefits for unrepresented classes to the Board of Supervisors for adoption; and

WHEREAS, the changes provided for by this Resolution shall only apply to those persons who are employed by the County on the date that this Resolution is adopted by the Board of Supervisors; and

WHEREAS, the changes or certain of the changes provided for by this Resolution satisfy the requirements of County Code Sections 2.48.034 Administration of Management and Confidential Compensation Plan and 2.48.180 Prevailing Wage Ordinance; and

WHEREAS, Management and Confidential employees shall receive the wage increases as shown in Attachment A.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, and valid; and
2. That effective the pay period that includes July 1, 2014, the Management and Confidential job classes identified by this Resolution in Attachment A shall receive a

general wage increase of 2.3%; and

3. That effective the pay period that includes July 1, 2015, the unrepresented Management and Confidential job classes identified by this Resolution in Attachment A shall receive a general wage increase of 2.5%; and
4. That the Board directs the Director of Human Resources to return on or about March 1, 2015 with a proposal to make equity adjustments to those positions in the above-listed bargaining units determined to:
 - a. Be significantly under market;
 - b. Have recruitment and retention issues; or
 - c. Have salary compaction issues.

All such proposed equity adjustments will be funded through a fixed pool equivalent to 0.3% of payroll for these bargaining units; and

5. That unless otherwise modified by the foregoing provisions, all other salaries and benefits provided by resolution, Board order or ordinance to employees in the designated job classes identified by this Resolution shall remain in effect.

Upon motion of Supervisor _____, seconded by Supervisor _____, and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

Chairman of the Board of Supervisors

ATTEST:

Clerk, Board of Supervisors

BY: _____, Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

RITA L. NEAL
County Counsel

A handwritten signature in black ink, appearing to read 'Rita L. Neal', is written over a horizontal line.

By: Assistant County Counsel

Dated: November 14, 2014